andreessen horowitz

Portfolio CEO Relocation and Remote Work Survey

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The following report is based on a 15-question survey on relocation and remote work plans that we sent to our portfolio CEOs. We received 226 replies across five verticals: bio, consumer, crypto, enterprise, and fintech. Respondents ranged from seed to late stage investments. In the following pages, we present overall results, as well as results broken down by vertical and company stages.

Key Takeaways

9.7% of organizations are likely to move headquarters.

16.8% of organizations have founders likely to move from headquarters.

25.4% of organizations are likely to go remote-first.

66.8% of organizations are likely to go hybrid.

- 38.8% of those likely to go hybrid are likely to require 1-2 days a week in office.
- 28.6% of those likely to go hybrid are likely to require visits only for offsites.

89.2% of organizations will continue to (or plan to) hire remote employees.

86.7% of organizations prefer hybrid or remote-first environments for future board meetings.

63.3% of organizations believe they can be as creative in remote or hybrid environments; 10.2% believe they will be even more innovative.

Contents

Q1 Is the company likely to move its headquarters (during/post-COVID)? 4

Q2 Are any founders likely to move out from the original HQ geo? 6

Q3 What's your likely plan with employees in the future (post-COVID)? 8

Q4 If you are enabling hybrid work post-COVID, how often will you require people to be in the office? 10

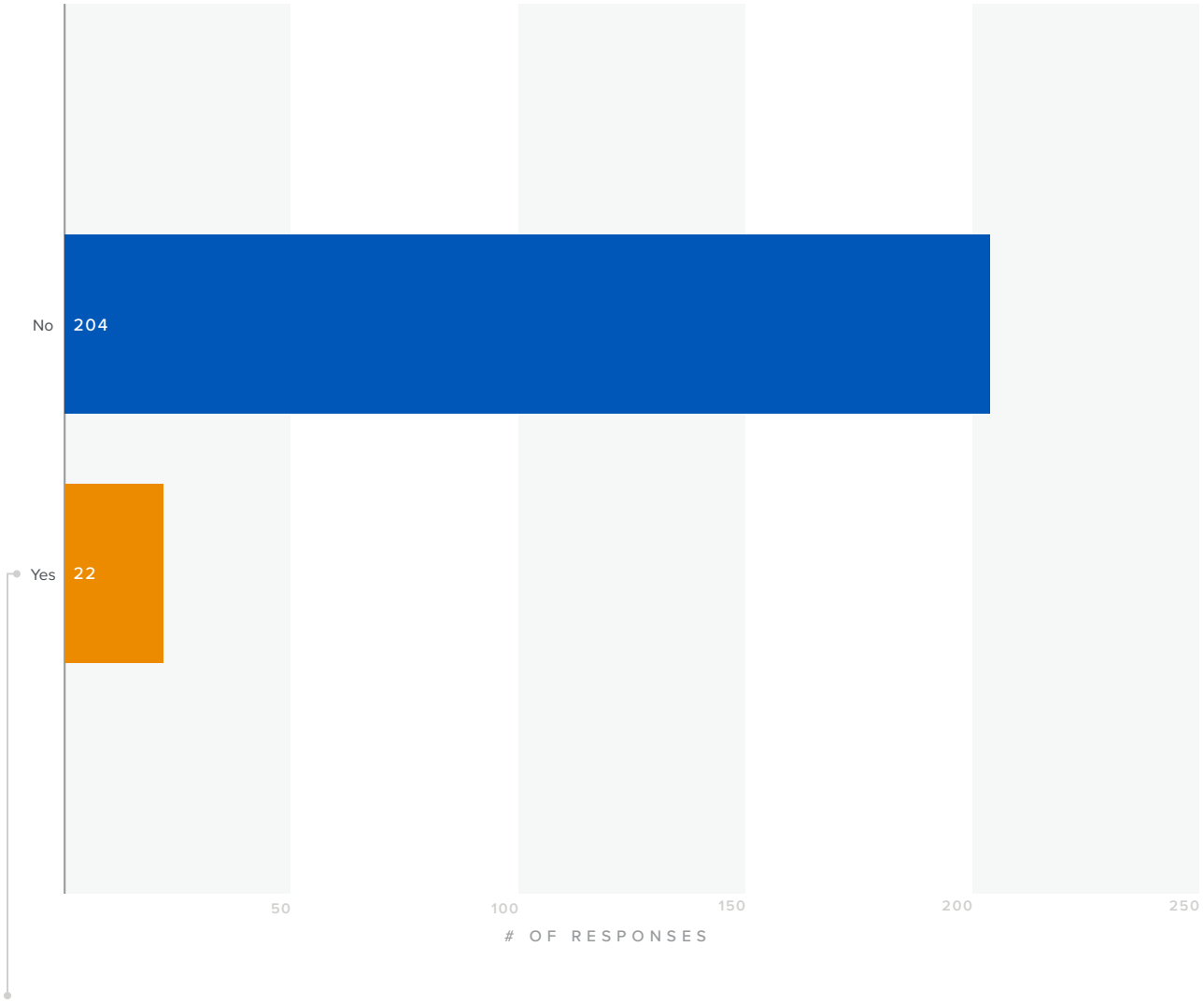
Q5 If you did not hire remote workers before COVID, are you now? 12

Q6 What's your likely plan with board meetings in the future (post-COVID)? 14

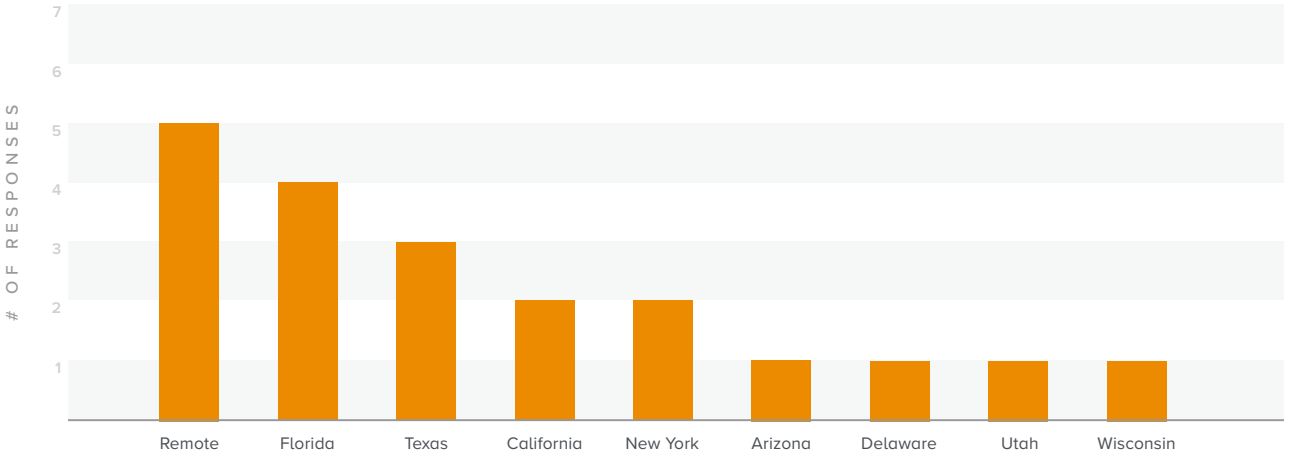
Q7 Regardless of your personal preferences, do you think your company can be as innovative and creative in a remote or hybrid work environment? 16

Q1 Is the company likely to move its headquarters (during/post-COVID)?

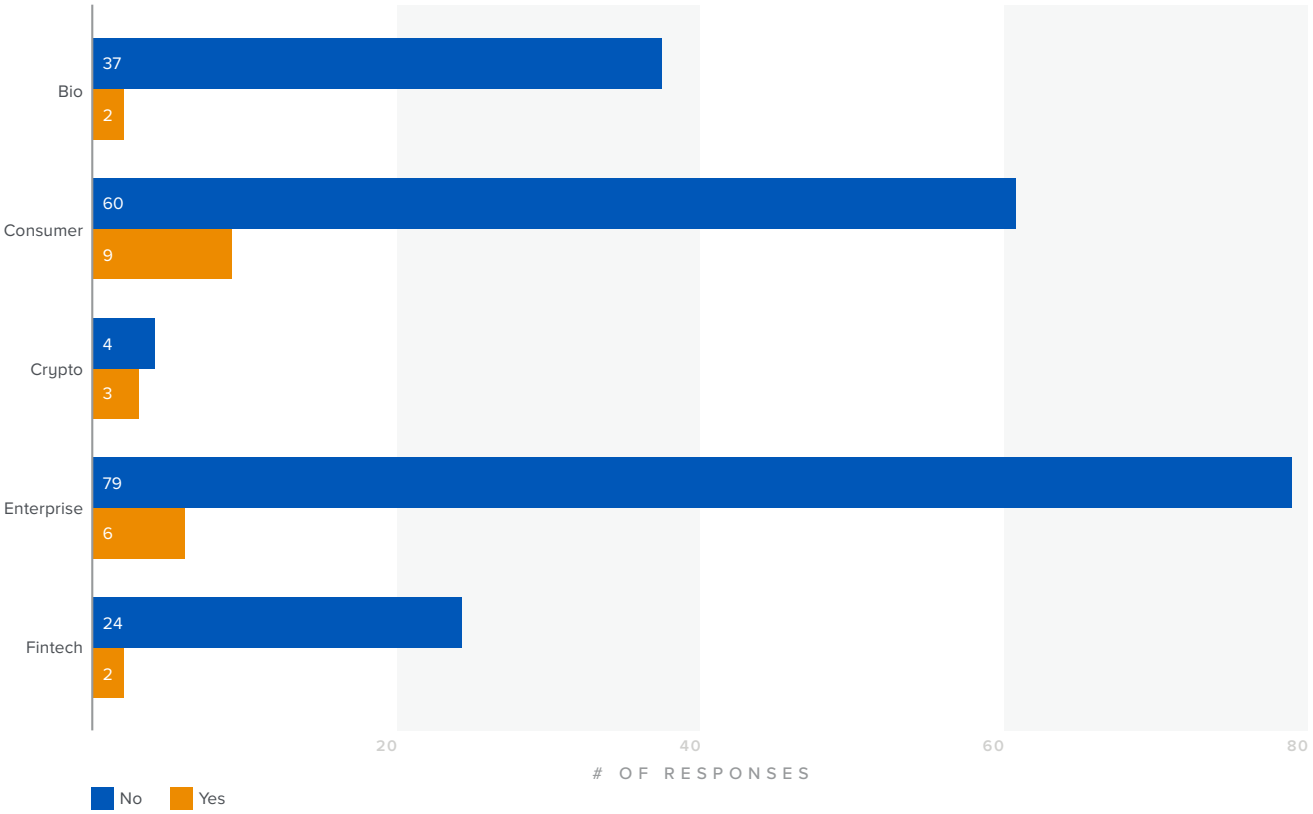
FULL SURVEY



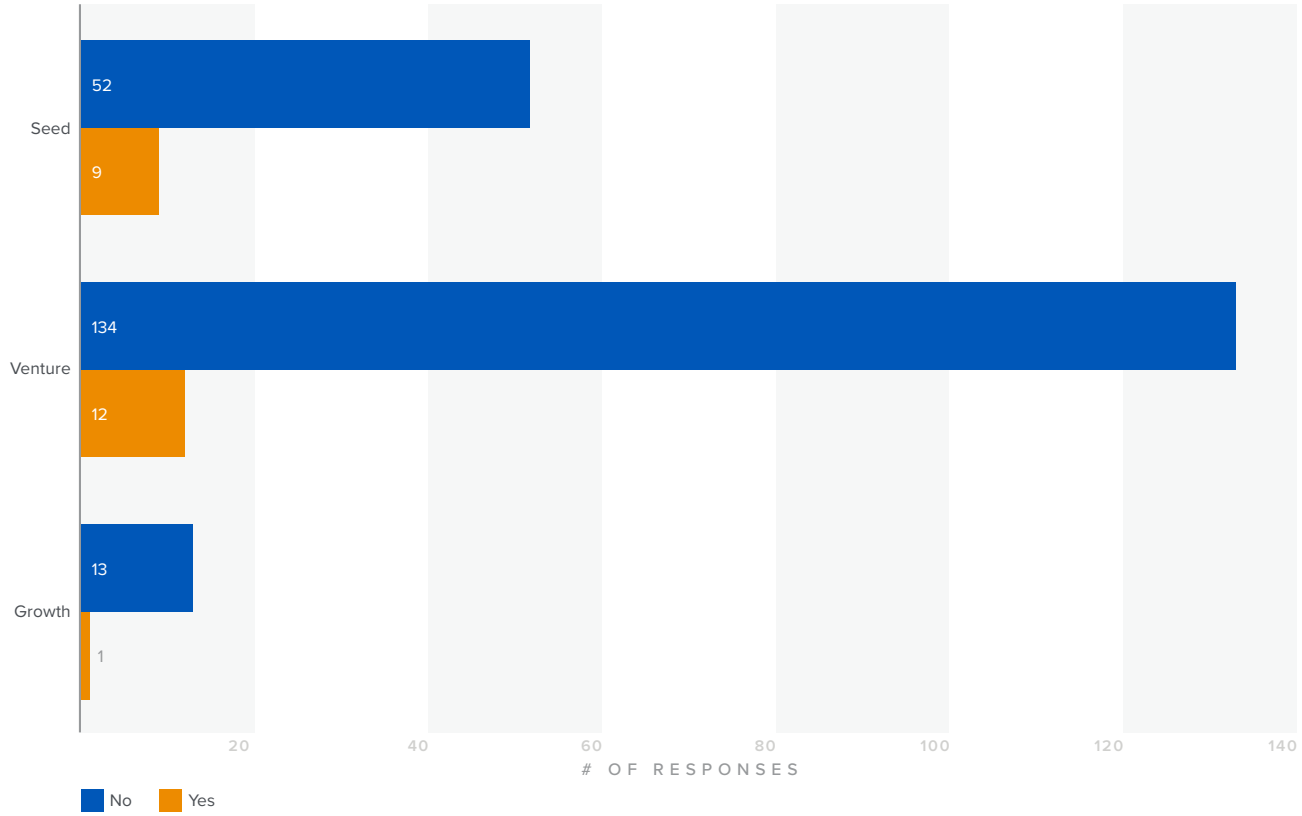
If yes, where?



BY VERTICAL

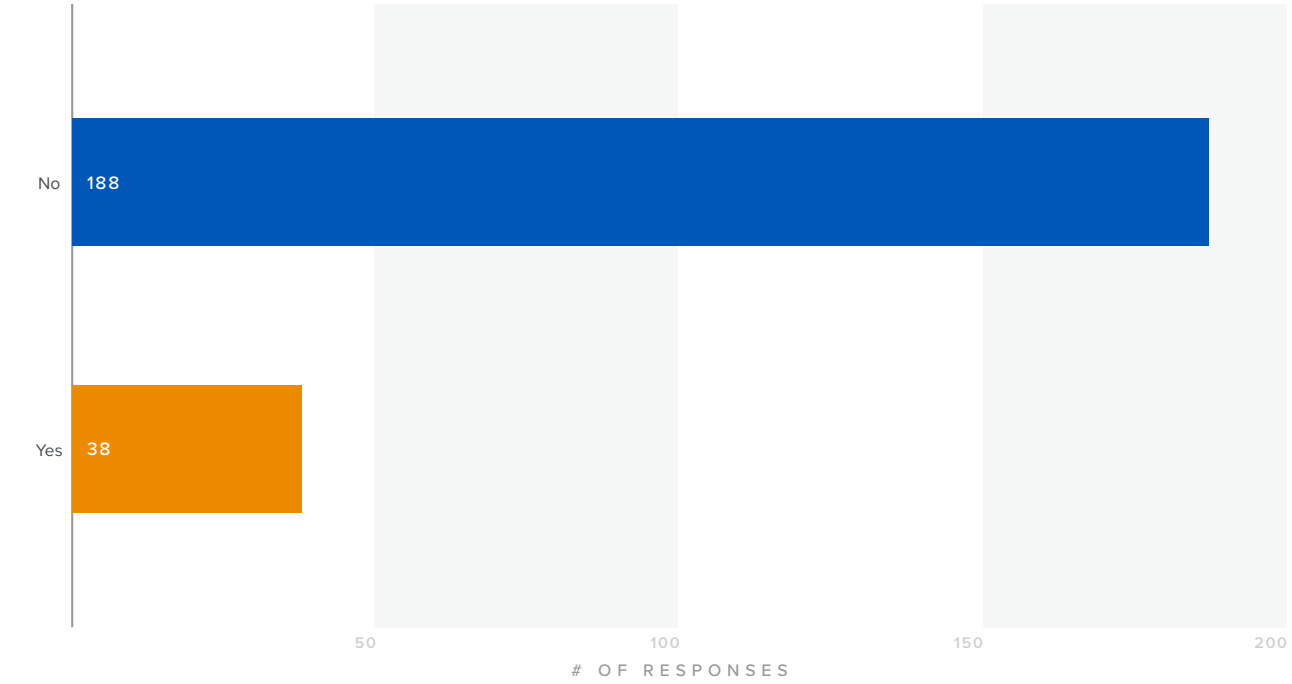


BY STAGE



Q2 Are any founders likely to move out from the original HQ geo?

FULL SURVEY



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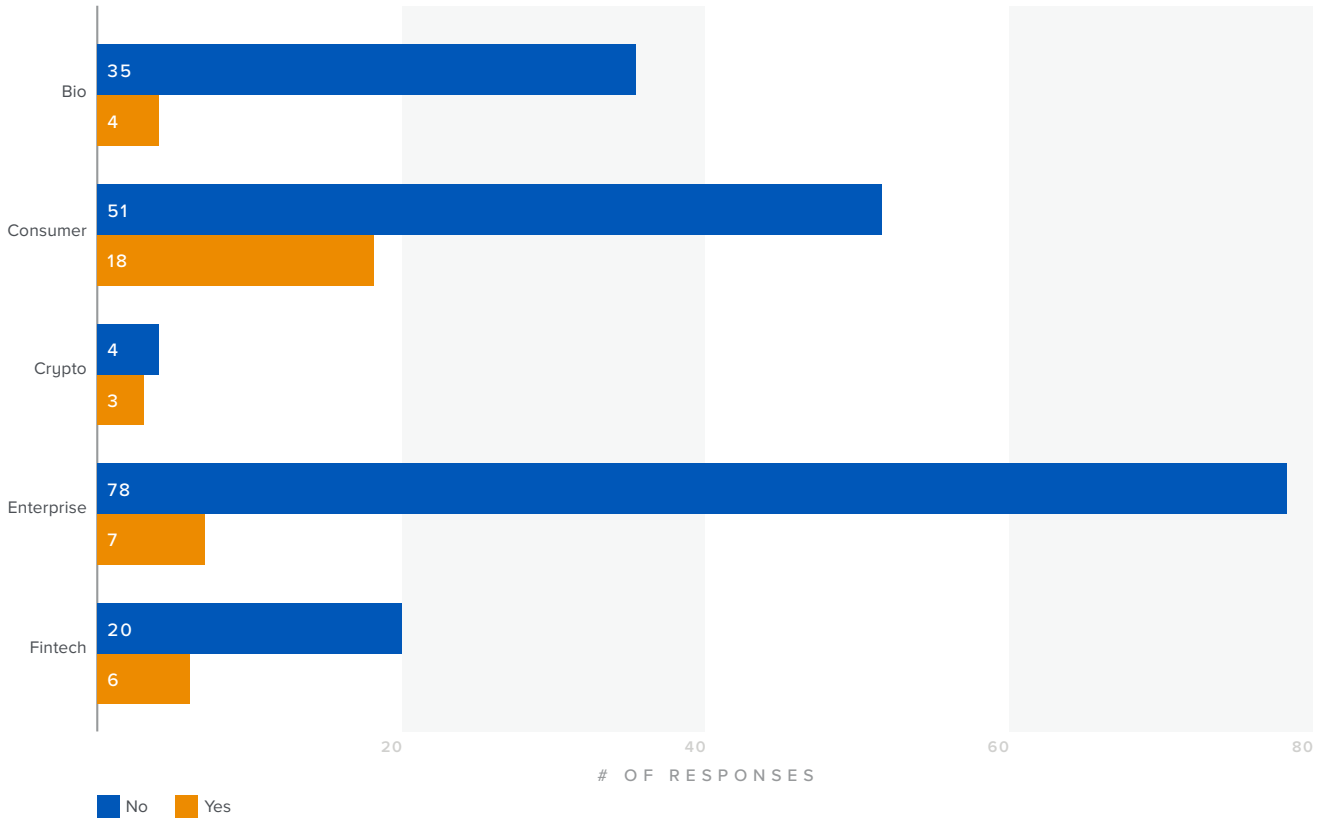

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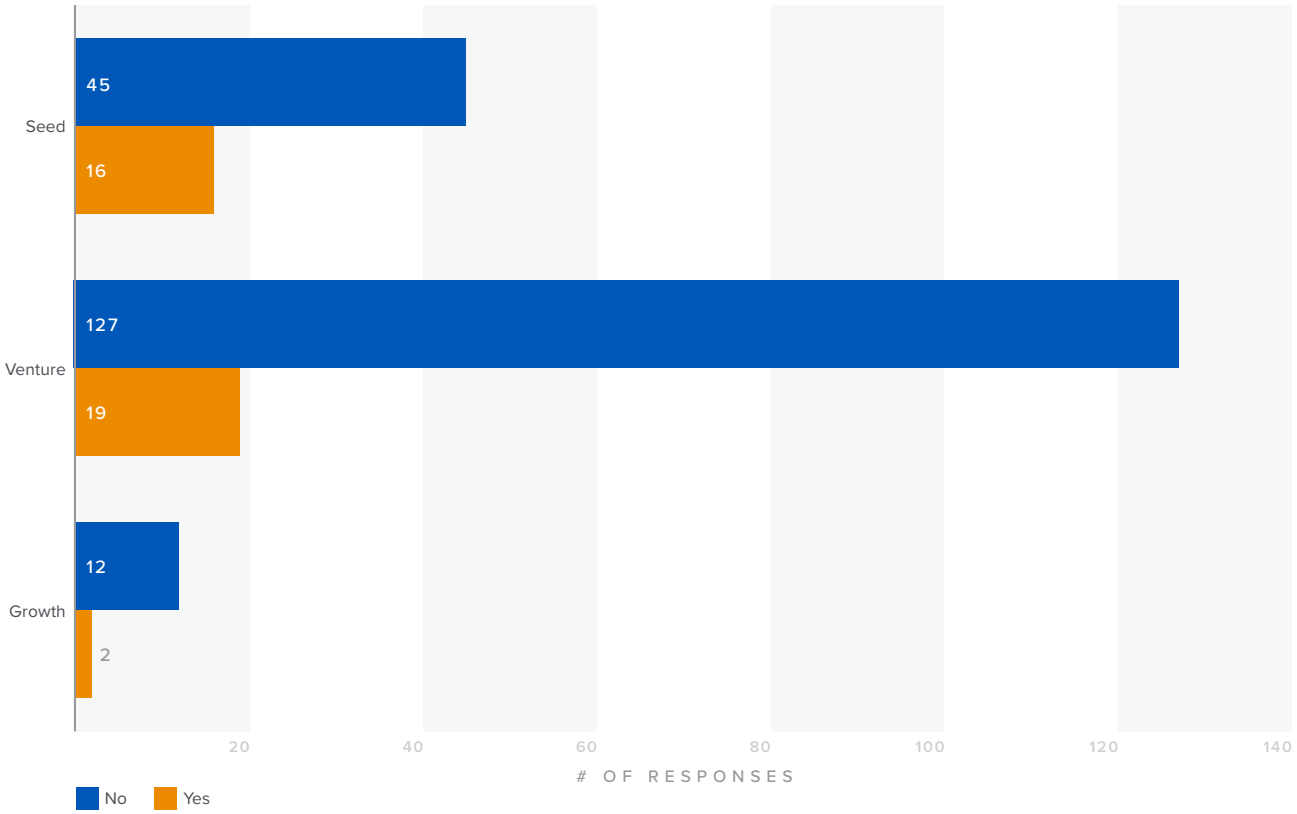
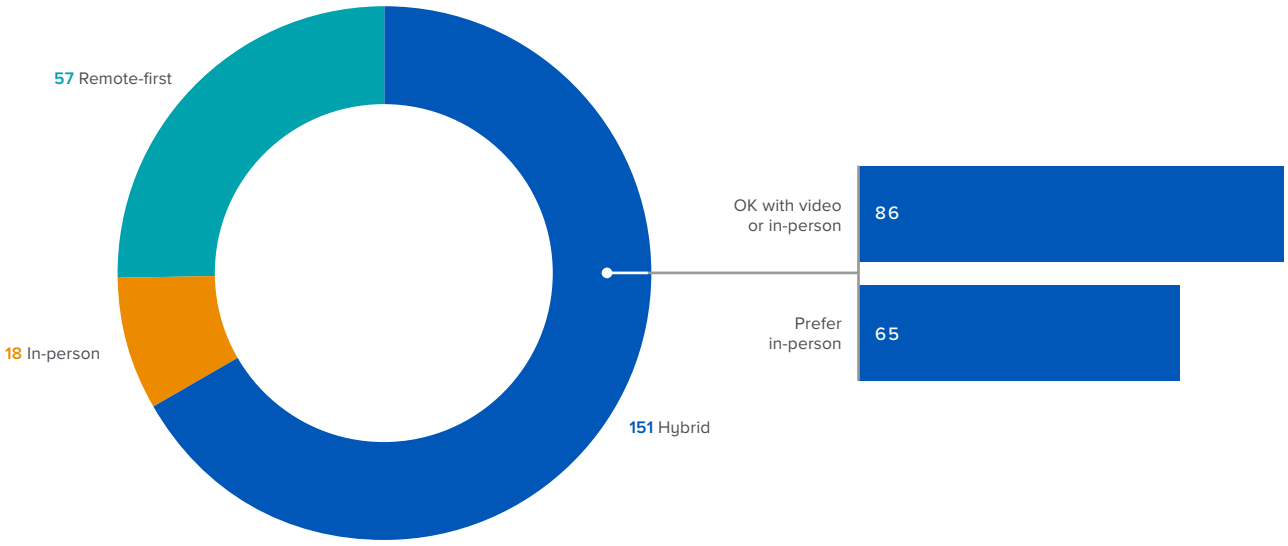

Seed
45
16
Venture
127
19
Growth
12
2
20
40
60
80
100
120
140
OF RESPONSES
No
Yes

Q3 What's your likely plan with employees in the future (post-COVID)?

FULL SURVEY



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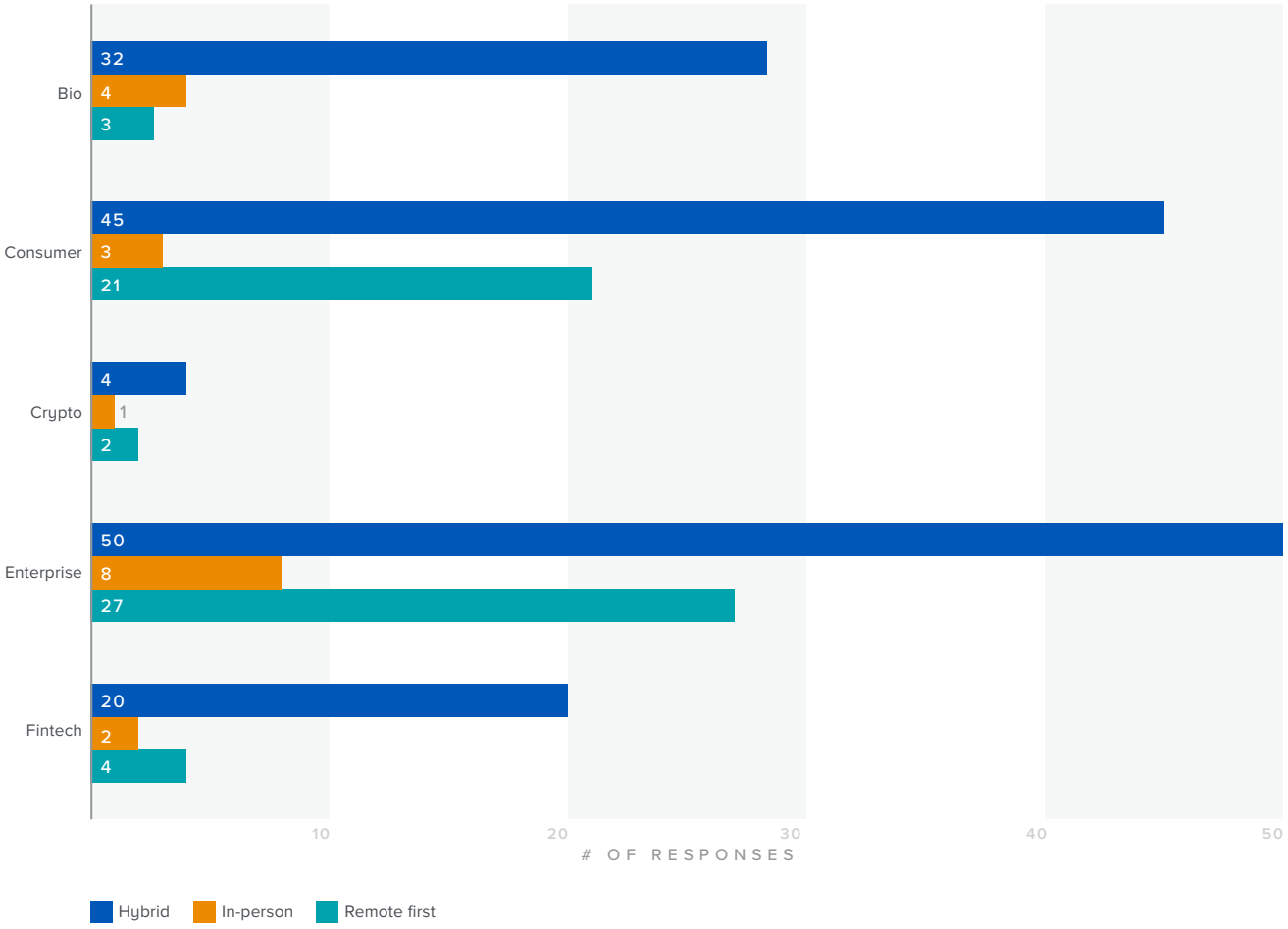

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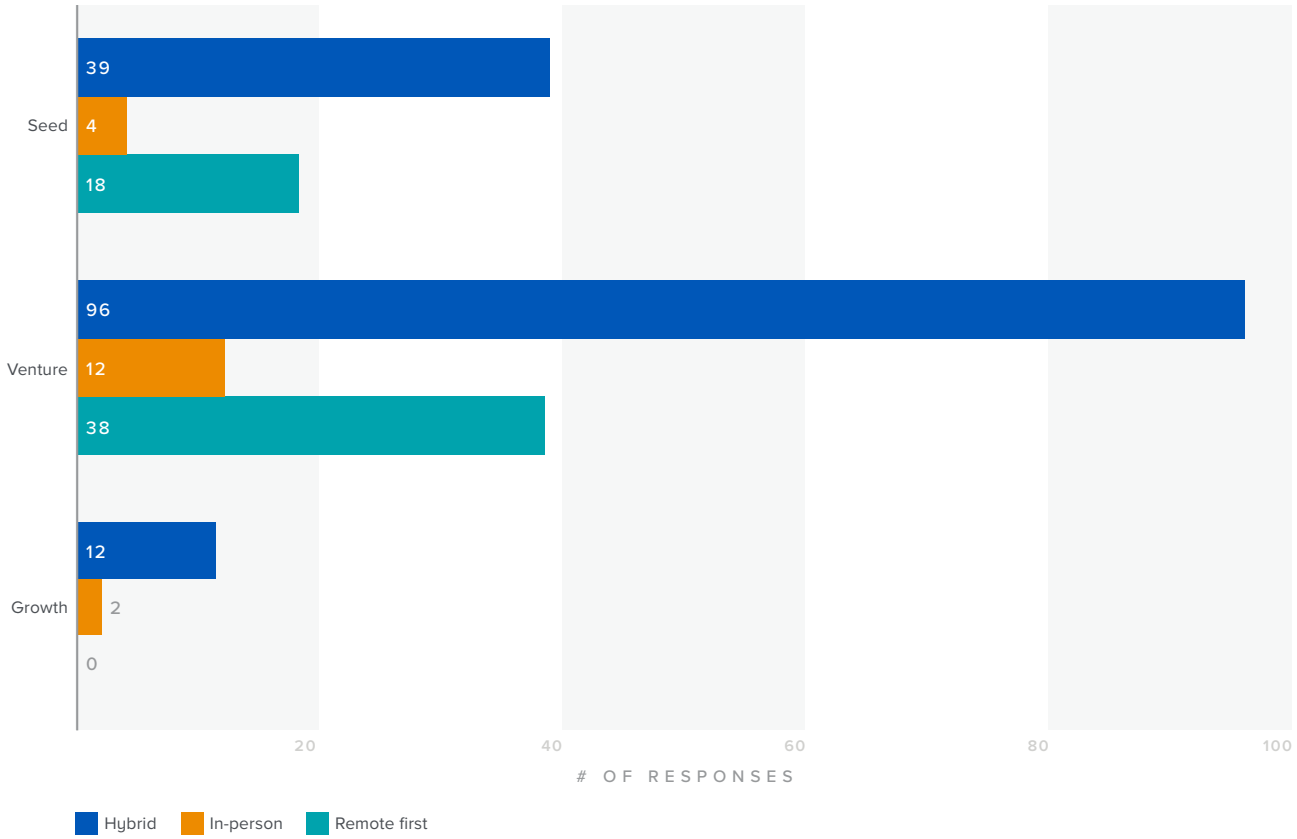
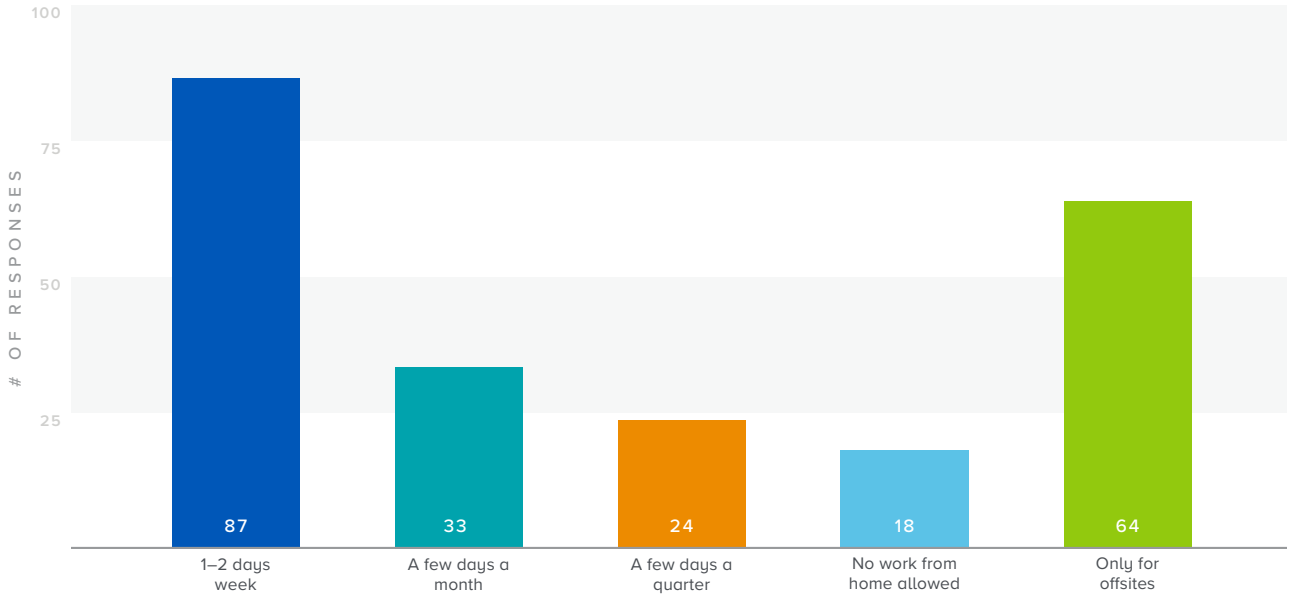

Seed
39
4
18
Venture
96
12
38
Growth
12
2
0
20
40
60
80
100
OF RESPONSES
Hybrid
In-person
Remote first

Q4 If you are enabling hybrid work post-COVID, how often will you require people to be in the office

FULL SURVEY



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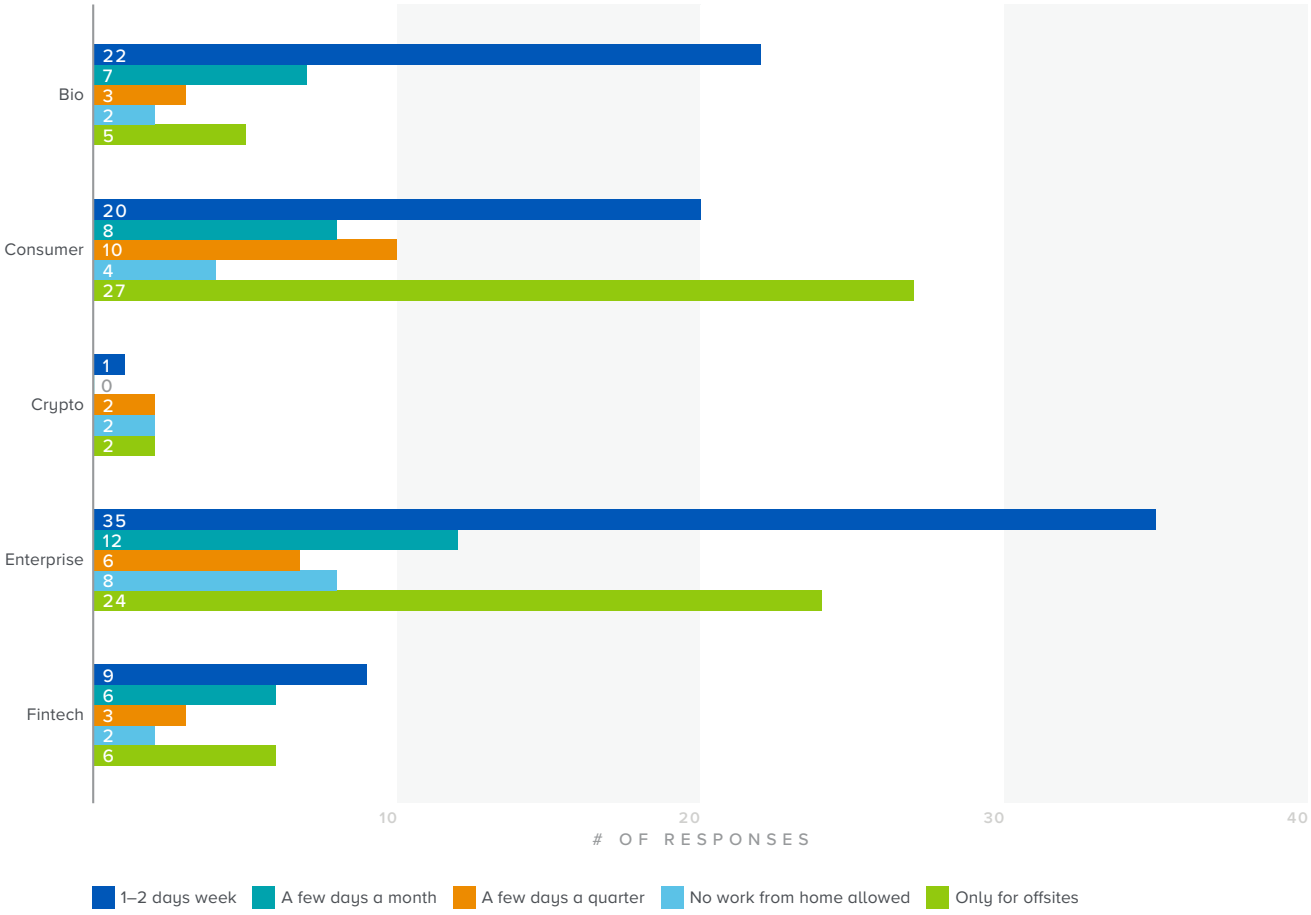

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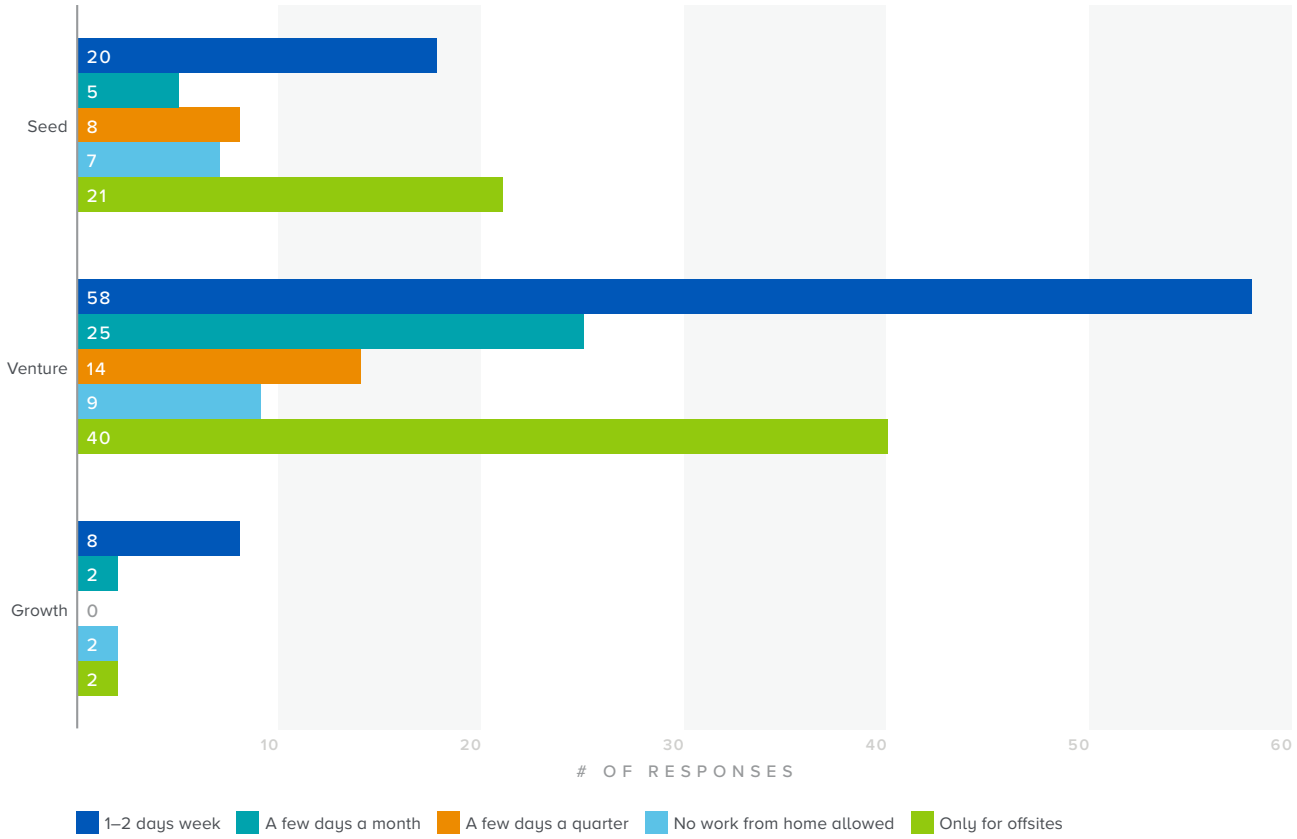
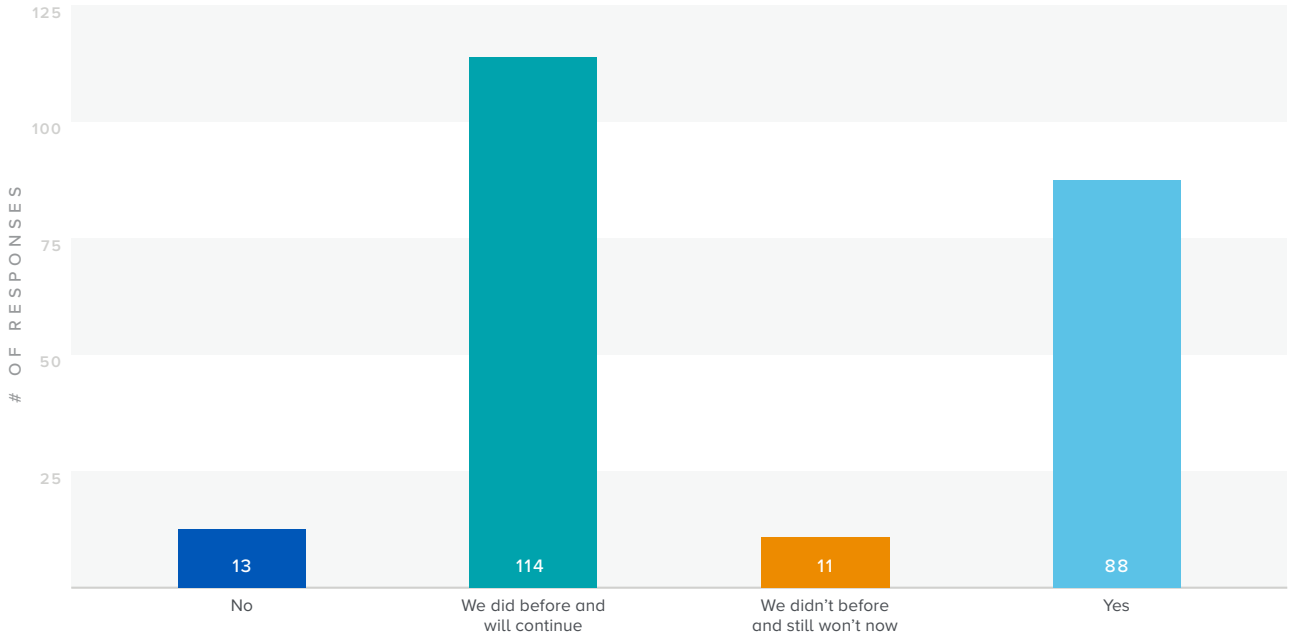

Seed
20
5
8
7
21
Venture
58
25
14
9
40
Growth
8
2
0
2
2
10
20
30
40
50
60
OF RESPONSES
1–2 days week
A few days a month
A few days a quarter
No work from home allowed
Only for offsites

Q5 If you did not hire remote workers before COVID, are you now?

FULL SURVEY



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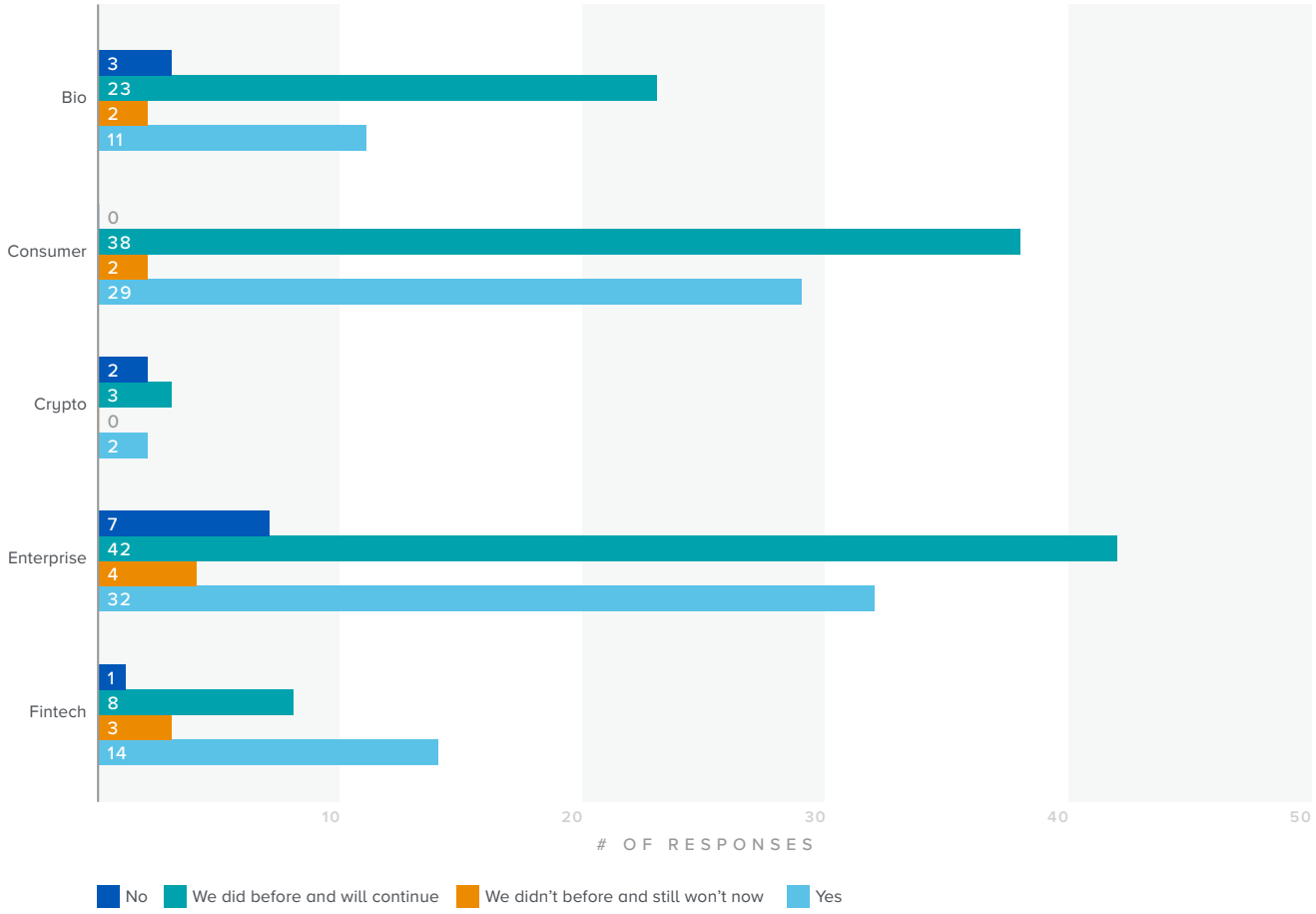

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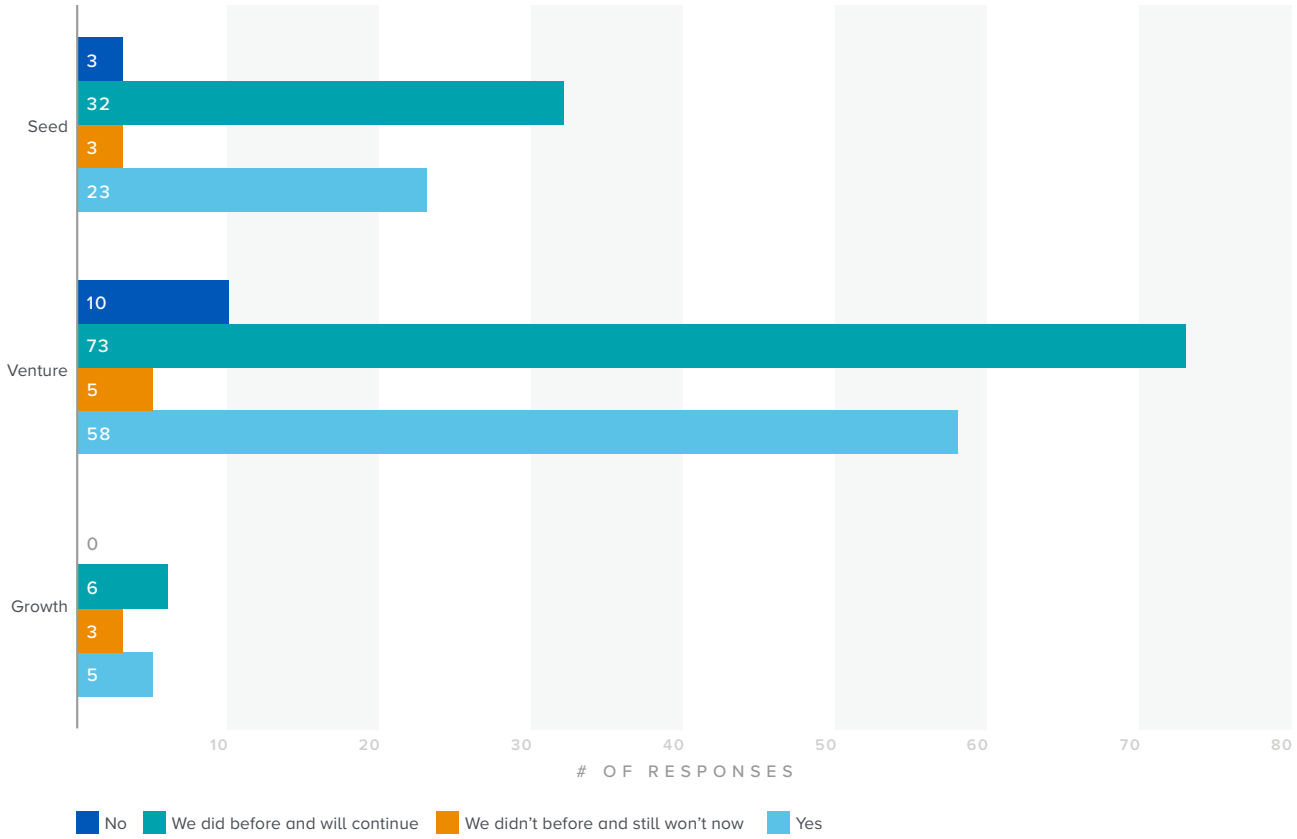
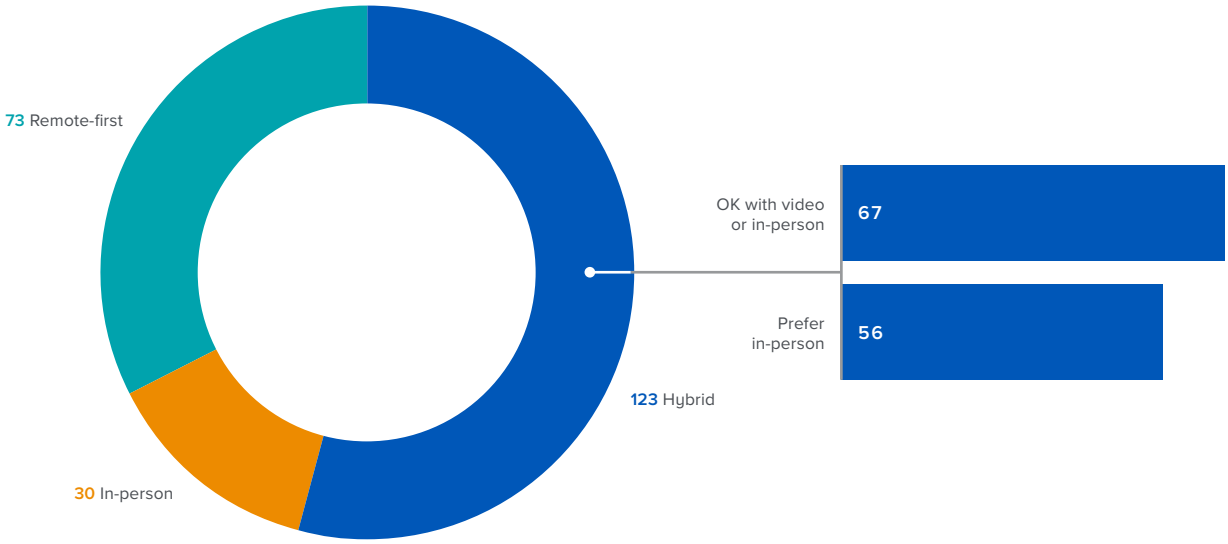

Seed
3
32
3
23
Venture
10
73
5
58
Growth
0
6
3
5
10
20
30
40
50
60
70
80
OF RESPONSES
No
We did before and will continue
We didn't before and still won't now
Yes

Q6 What's your likely plan with board meetings in the future (post-COVID)?

FULL SURVEY



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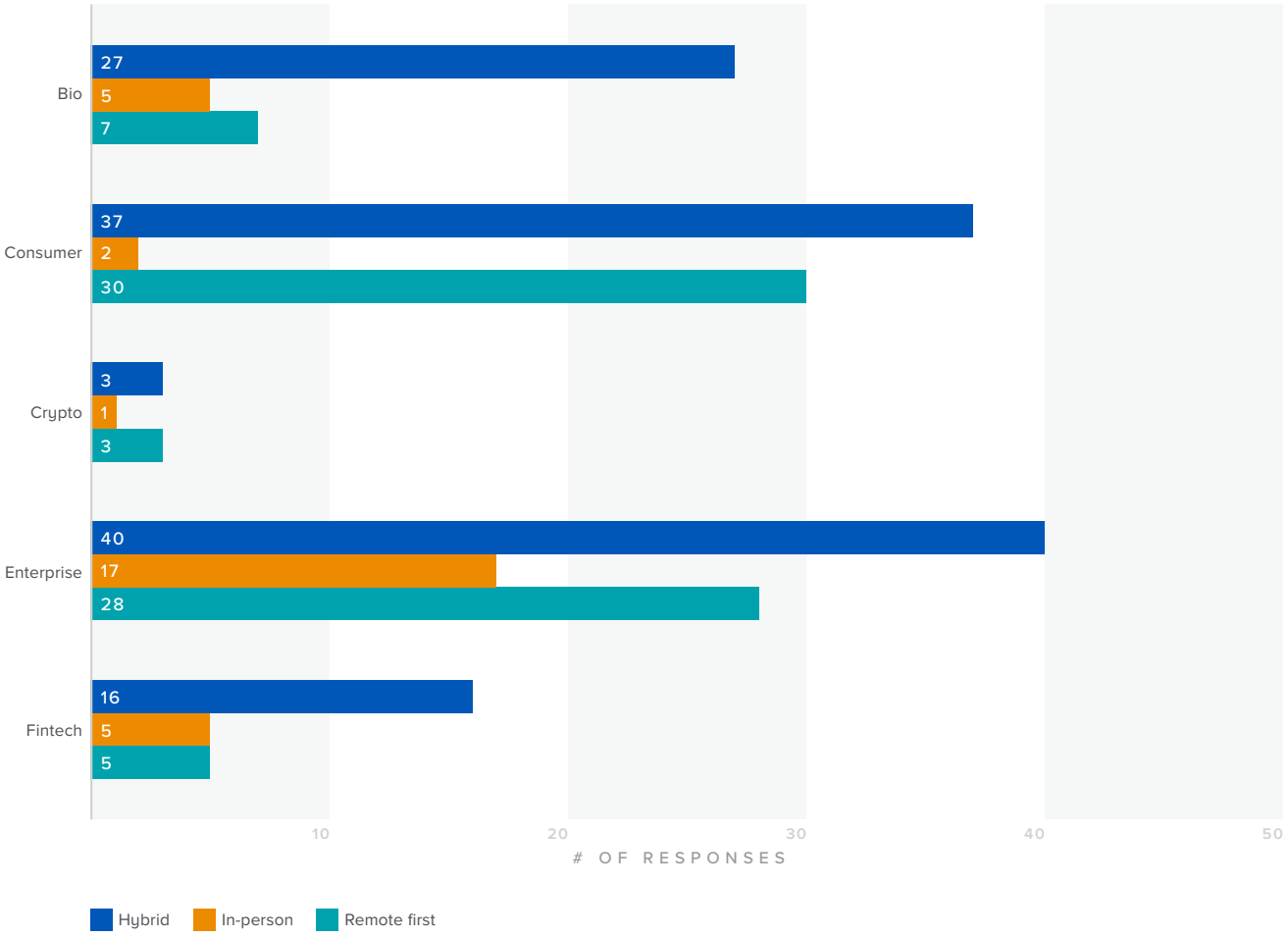

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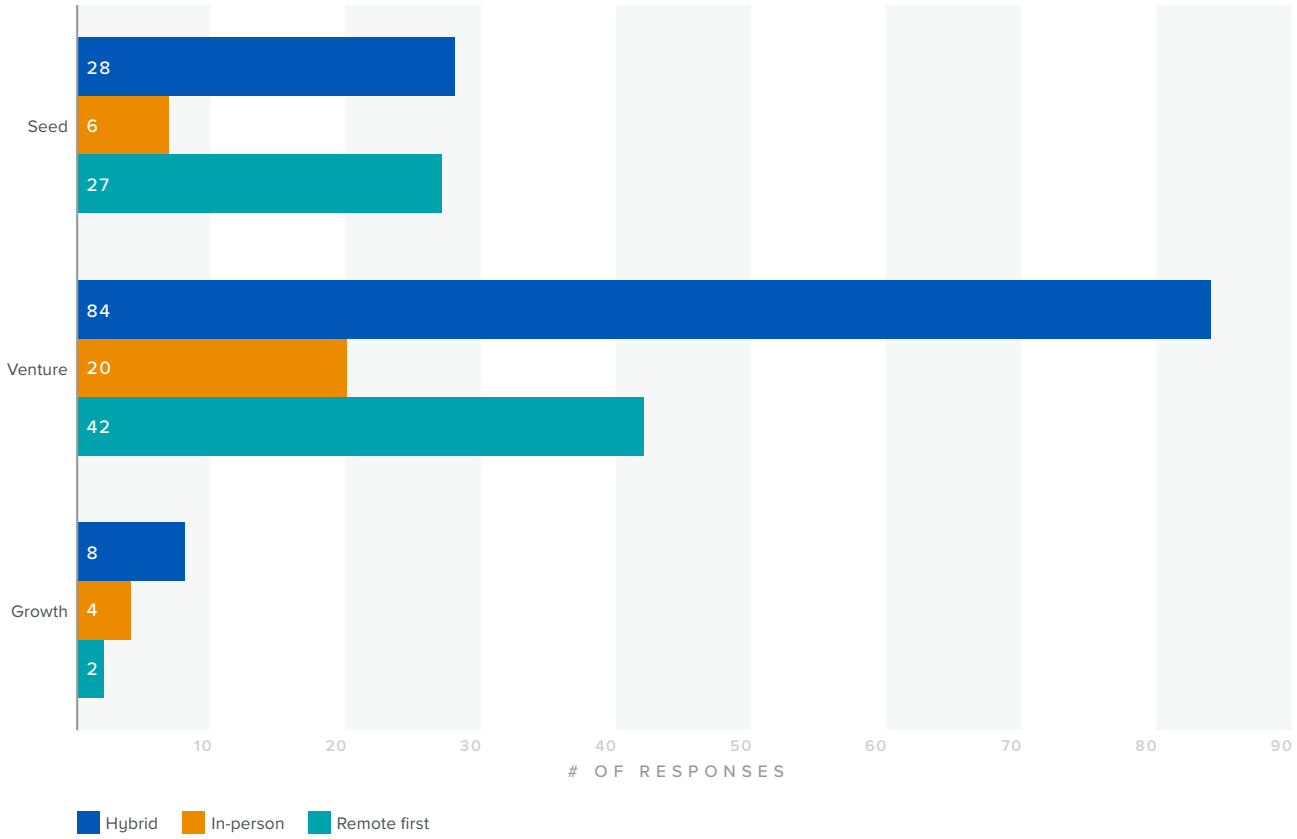
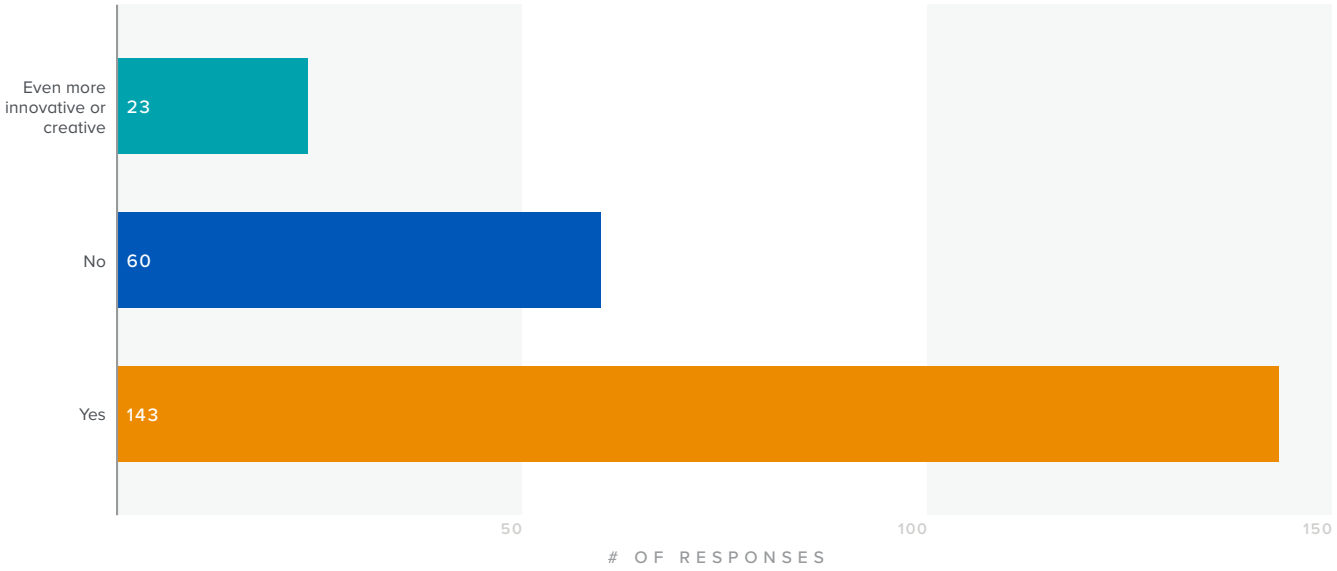

Seed
28
6
27
Venture
84
20
42
Growth
8
4
2
10
20
30
40
50
60
70
80
90
OF RESPONSES
Hybrid
In-person
Remote first

Q7 Regardless of your personal preferences, do you think your company can be as innovative and creative in a remote or hybrid work environment?

FULL SURVEY



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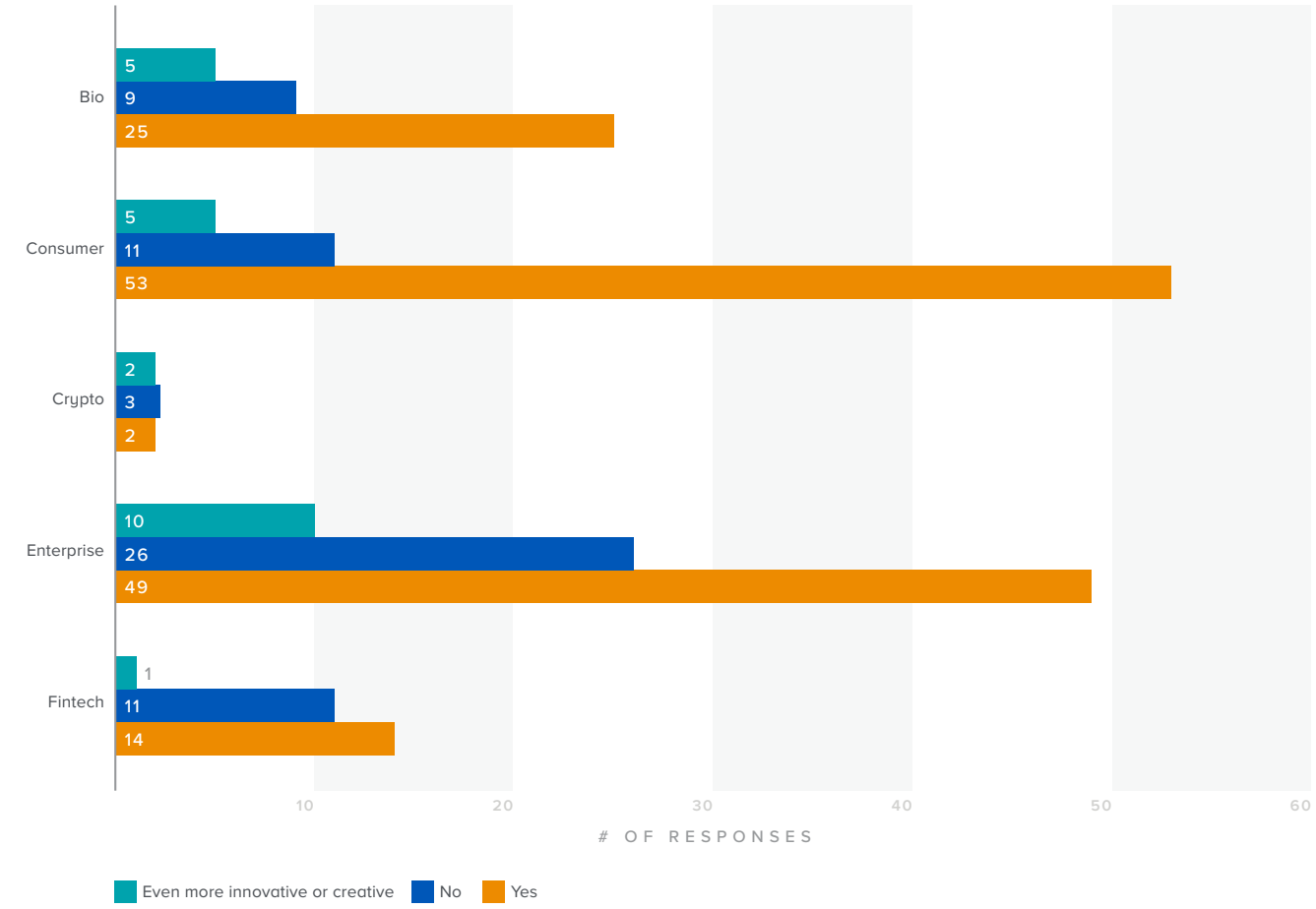

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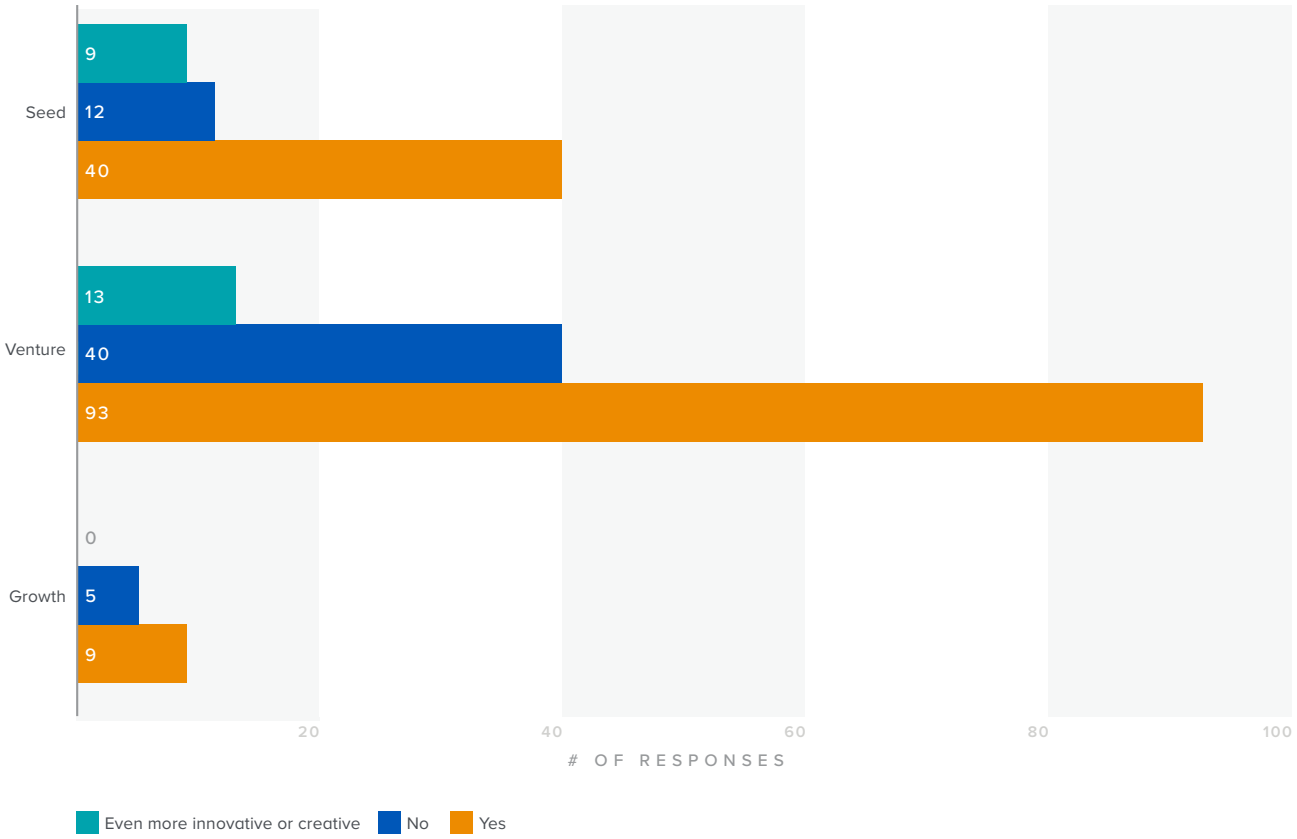

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ABOUT ANDREESSEN HOROWITZ

Andreessen Horowitz (known as “a16z”) is a venture capital firm in Silicon Valley, California that backs bold entrepreneurs building the future through technology. We are stage agnostic. We invest in seed to late-stage technology companies, across the consumer, enterprise, bio/healthcare, crypto, and fintech spaces. a16z has nearly $16.5B in assets under management across multiple funds, including the $1.4B Bio funds, the $865M Crypto funds, and the Cultural Leadership Fund.

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